

DD/S 68-2643

27 MAY 1968

MEMORANDUM FOR: Director of Medical Services
Director of Personnel

SUBJECT : Applicant Testing

1. Attached are copies of notes which I made of our discussion on Monday, 20 May 1968. As I now see it, we can anticipate the following sequence of steps:

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a. Completion of new test by [redacted]
27 May 1968.

b. Review of test by DD/S, General Counsel, etc.

c. Printing of new test.

d. Distribution of test to recruiters for familiarization and use in contacting schools regarding changeover.

25X1

e. Distribution of new test to [redacted]
[redacted] for onward dissemination to school test facilities for use in the GSA-obtained Federal office building locations.

25X1

f. Initiation of new testing at agreed school locations and GSA-obtained space.

I would appreciate your giving me your best estimates on the timetable for accomplishing the steps c. through f., assuming that step b. is completed by 4 June 1968. You will note that we have provided for the recruiters to

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have the test in hand as they make contact with the school authorities. This will mean a slight delay in their approach to the educational institutions, but it is felt that the benefits of their having the test to show on request will more than compensate for the additional time. The Director of Personnel will have to adjust the proposed memorandum to the recruiters to incorporate this additional factor and he should also indicate that the recruiters should not release copies of the test for permanent retention by any school officials.

2. I intend to update the Executive Director-Comptroller on our progress and plans for the new test, including the possibility that we may not be able to institute it by 1 July 1968.

SIGNED R. L. Bannerman

R. L. Bannerman
Deputy Director
for Support

Att

Notes re 20 May 68 Meeting on
Applicant Testing Program

ADD/S:JWC/ms (22 May 68)

Distribution:

- Orig - DMS, w/cy of Att
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DD/S Notes - 20 May 1968 Meeting on Applicant Testing Program -

I had asked that a meeting be called to review the status of the Applicant Testing Program which is to go into effect on 1 July. The following information developed in the course of discussions:

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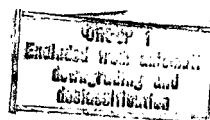
1. [] will have completed his revision of the test forms by Monday or next week, 27 May. He has divided the program into two sections reducing it to four booklets and three answer sheets. The first half is on intellectual ability and the second half measures the other aspects of value to the Agency but not specifically related to intellectual ability.

2. Location of testing sites -- eight cities to serve as metropolitan area testing centers have been identified. The list of university sites is not complete pending revision of the numbers of universities proposed to be visited in the FY 1969 recruiting year. This list should be complete within two weeks.

3. The instructions to the recruiters while approved have not been released pending approval by the Executive Director. This will be obtained when the Executive Director is briefed on the status of this program.

4. The question was raised as to whether the FCDP was the proper test to serve our interests and whether or not the FSEE might be substituted. This opened the door to a lengthy discussion involving the whole testing system and the various relationships of testing to the recruitment program. I advised that I wish the group to convene to consider the various factors raised in this discussion. I indicated that we must have in mind an alternative course of action for testing purposes should our testing on campus and in cities become a public issue and we have to resort to another system. I raised the alternative course of action because of developments on campus and the possibility that Senate 1035 may pass in some modified form.

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The following action was taken: [redacted] Deputy Director of Personnel for Recruitment and Placement, was designated chairman of a group to consider testing alternatives. It is to be understood that the present program of testing to be implemented on 1 July would continue as proposed or would be subject to possible modification upon the report of the committee. Factors to be considered are as follows:

a. Whether an all-day test should be given or whether it should be split into the intellectual test in the field and the second part to be given at Headquarters.

b. Consideration of the value of FSEE as an alternative.

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c. Further analysis by [redacted] of the value of certain sections of the FCDP testing.

d. Customer (DD/P, DD/I) requirements for testing.

e. Cost factors and other values in the testing program.

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